

## **ZAPOSLENOST I ZARADE / EMPLOYMENTS AND EARNINGS**

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Prosječne zarade bez poreza i doprinosa (neto) po opštinama, u EUR  
*Average wages without taxes and contributions (net) by municipality, in EUR*

**ZAPOSLENOST I ZARADE****Zaposlenost**

Podaci o godišnjem i mjesečnom broju zaposlenih dobijaju se na osnovu evidencija koje su regulisane Zakonom o evidencijama u oblasti rada i zapošljavanja („Sl.list CG“ br. 45/12), a vode se u Centralnom registru obveznika i osiguranika (CROO), Službeni list CG (45/08; 80/08; 15/09; 43/09; 32/10), koje Uprava za statistiku redovno preuzima od istih.

Shodno Godišnjem planu zvanične statistike za 2024. godinu, podaci o mjesečnom broju zaposlenih su preliminarni.

**Obuhvatnost**

Ovim evidencijama obuhvaćeni su zaposleni u preduzećima, ustanovama i organizacijama svih oblika svojine kao i strani državljani zaposleni u našoj zemlji. Podatak koji Monstat objavljuje predstavlja ukupan broj zaposlenih u koji ulaze osiguranici zaposleni i osiguranici koji obavljaju samostalnu djelatnost i nalaze se u bazi Poreske uprave.

Podaci o nezaposlenim licima obuhvataju sva lica koja su kod Zavoda za zapošljavanje registrovana kao nezaposlena.

**Definicije**

Pod pojmom zaposleni podrazumijevaju se sva lica koja imaju zasnovan radni odnos sa preduzećem ustanovom ili organizacijom ili individualnim poslodavcem bez obzira da li su radni odnos zasnovali na neodređeno ili određeno vrijeme i da li rade puno ili kraće od punog radnog vremena. Od 1. januara 2009. godine u ukupan broj zaposlenih u Crnoj Gori ulaze i zaposleni stranci na osnovu čl1 Zakona o zapošljavanju i radu stranaca ("Sl.list CG", br. 22 od 02.04.2008.godine), a stupio na snagu 1. januara 2009. godine, stranac se može zaposliti, odnosno, raditi u Crnoj Gori pod uslovima utvđenim zakonom, kolektivnim ugovorom, potvrđenim i objavljenim međunarodnim ugovorom i opšte prihvaćenim pravilima međunarodnog prava."

**Nezaposleni****Definicije**

Podaci o broju nezaposlenih lica preuzeti su od Zavoda za zapošljavanje i obuhvataju samo lica koja su registrovana kod ove službe.

U grupi „lica koja traže zaposlenje“ obuhvaćena su lica shodno članu 4 Zakona o zapošljavanju, stav prvi: „nezaposlenim licem, u smislu ovoga Zakona, smatra se lice od 15-65.godina života koje se nalazi na evidenciji Zavoda za zapošljavanje Crne Gore (u daljem tekstu: Zavod) i aktivno traži zaposlenje, kao i strani državljanin ili lice bez državljanstva, koji ima odobrenje za stalno nastanjenje i odobrenje za zasnivanje radnog odnosa u Crnoj Gori“.

U grupi „lica koja primaju novčanu naknadu“ obuhvaćena su lica koja shodno članu 48 Zakona o zapošljavanju Crne Gore, stav prvi: „pravo na novčanu naknadu ostvaruje osiguranik kojem je u smislu Zakona o radu prestao radni odnos bez njegovog zahtjeva, saglasnosti ili krivice, a koji je bio u radnom odnosu kod jednog ili više poslodavaca sa punim radnim vremenom najmanje 9 mjeseci neprekidno ili 12 mjeseci sa prekidima u posljednjih 18 mjeseci (u daljem tekstu: staž osiguranja), ako se prijavi Zavodu u roku od 30 dana od dana prestanka radnog odnosa“.

U grupi „nezaposlene osobe“ koje su se tokom izvještajnog mjeseca prijavile na evidenciju Zavoda za zapošljavanje Crne Gore obuhvataju grupe novoprijavljenih lica“:

- Prvi put, nema zapošljavanja – odnosi se na lica koja su se prvi put prijavila na evidenciju Zavoda, a do tada nijesu bila zapošljavana;
- Prvi put, ima zapošljavanja – lica koja su se prvi put prijavila na evidenciju Zavoda, a do tada nijesu bila zapošljavana;
- Nije prvi put, nema zapošljavanja - lica koja su se više puta prijavljivala na evidenciju Zavoda, a nijesu bila zapošljavana;
- Nije prvi put, ima zapošljavanja – lica koja su se više puta prijavljivala na evidenciju Zavoda, a bila su zapošljavana; U grupi „prestanak vođenja evidencije“ obuhvaćena su lica koja shodno članu Zakona o zapošljavanju, stav prvi: „evidencija o nezaposlenom licu prestaje da se vodi:

**EMPLOYMENT AND EARNINGS****Employment**

*The data on annual and monthly number of employees are obtained on the basis of records regulated by the Law on Records in Area of Labour and Employment (Official Gazette of Montenegro No 45/12), and kept by the Central Register of Payers and Insured Persons (Official Gazette of Montenegro No 45/08, 80/08, 15/09, 43/09, 32/10), and regularly used by Statistical Office.*

*According to Annual plan of Official Statistics for 2024, data for monthly employment data are preliminary.*

**Coverage**

*The above mentioned records comprise employees in enterprises, institutions and organization of all types of ownership, as well as foreign citizens employed in our country. The data released by MONSTAT represent the total number of employees comprising insured employees and insured self-employed person and found in Tax Administration database.*

*The data on unemployed persons include the persons registered at the Employment Agency of Montenegro under the unemployed category.*

**Definitions**

*The term "employees" refers to all persons being employed in enterprises, institutions, organizations or by self-employed individuals no matter whether their employment status is based on a permanent or temporary contract and whether they work on a full-time or part-time basis. From the 1<sup>st</sup> January 2009 in the total number of employees enter also employed foreigners according to the article 1 of the Law on Employment and work of the foreigners (Official Gazette of Montenegro No 22 of 2 April 2008), which took effect on the 1 January 2009 "strangers can be employed, i.e. work in Montenegro under condition established in Law, collective contract, confirmed and published international contract and generally accepted regulation of international Law".*

**Unemployed****Definitions**

*Data about unemployed persons are taken from the Employment Agency and include only persons registered at the Agency.*

*The group "persons looking for employment" includes persons defined according to Article 4, paragraph 1 of the Law on Employment as: "an unemployed person, according to this Law, is a person aged 15-65 which is in the records of the Employment Agency of Montenegro (furthermore: EAM) and is actively looking for employment, as well as a foreigner or a person without citizenship, who has the permission for permanent residence as well as the permission for starting work in Montenegro".*

*The group "persons receiving social benefits" includes persons who, according to Article 4, item 1 of the Law on Employment of Montenegro: "receive the monetary benefit for stopped working without person's request, compliance or guilt, and who was working for one ore more employers the full working time for at least 9 months without a break or 12 months with breaks in the last 18 months (furthermore: duration of insurance), if he/she reports to the EAM within 30 days of stopping to work.*

*The group "unemployed persons" who reported themselves to the records of the Employment Agency of Montenegro within the reporting month includes the groups of newly reported persons:*

- *First time, no employment – refers to persons who are reported for the first time in the records of EAM, and were not previously employed;*
- *First time, with employment – persons who are reported for the first time in the records of the EAM, and used to be employed;*
- *Not-first time, no employment – persons who reported to the records of EAM several times, and were not employed;*
- *Not-first time, no employment persons who reported to the records of EAM several times, and used to be employed;*
- *The group "stopped keeping records" includes persons who, according to Article 86 item 1 of the Law on Employment: "records on the unemployed person are stopped to be kept if the person:*

1. ako zaključi ugovor o radu sa punim radnim vremenom; se odjavi iz evidencije nezaposlenih lica;
2. odbije uključivanje ili ne izvršava obaveze utvrđene ugovorom o uključivanju u program aktivne politike zapošljavanja;
3. postane vlasnik ili većinski suvlasnik preduzeća;
4. postane preduzetnik;
5. odbije odgovarajuće zaposlenje;
6. nije dalo tačne podatke o ispunjavanju uslova za sticanje statusa nezaposlenog lica;
7. navršši 65 godina života;
8. ostvari pravo na starosnu ili invalidsku penziju;
9. ostane potpuno nesposoban za rad;
10. ode na izdržavanje kazne zatvora u trajanju dužem od šest mjeseci;
11. aktivno ne traži zaposlenje;
12. je radno angažovano suprotno propisima o radnim odnosima („rad na crno“);
13. postane osiguranik – zemljoradnik, u skladu sa Zakonom o penzijskom i invalidskom osiguranju“.

## ZARADE

### Izvori podataka

Podaci o prosječnim zaradama prikazuju zarade isplaćene u mjesecu i dobijeni su iz redovnog mjesečnog istraživanja Mjesečni izvještaj o zaposlenim i zaradama (obrazac RAD-1).

### Obuhvatnost

Istraživanjem su obuhvaćena preduzeća, ustanove, zadruge ili organizacije, svih oblika svojine kao i njihove jedinice u sastavu, po organizaciono teritorijalnom principu, počev od nivoa opštine. Statističkim istraživanjem o zaradama zaposlenih su obuhvaćene izvještajne jedinice koje imaju 10 i više zaposlenih prema Statističkom poslovnom registru.

### Definicije

U članu 94 Zakona o radu ("Službeni list Crne Gore", br. 074/19 od 30.12.2019, 008/21 od 26.01.2021, 059/21 od 04.06.2021, 068/21 od 23.06.2021, 145/21 od 31.12.2021, 077/24 od 05.08.2024, 084/24 od 06.09.2024, 086/24 od 10.09.2024) bruto zarada je:

1. Zarada koju je zaposleni ostvario za obavljeni rad i vrijeme provedeno na radu, naknada zarade i druga primanja utvrđena kolektivnim ugovorom i ugovorom o radu čini bruto zaradu u smislu ovog zakona.
2. Bruto zarada zaposlenog za obavljeni rad i vrijeme provedeno na radu sastoji se od: osnovne zarade, posebnog dijela zarade, uvećanja zarade i dijela zarade po osnovu radnog učinka ukoliko je ostvaren.

Prosječna zarada (bruto) izračunava se tako što se ukupno isplaćena masa zarada u mjesecu dijeli sa brojem zaposlenih na koje se odnose izvršene isplate. Zaradu bez poreza i doprinosa (neto) čini zarada (bruto) umanjena za poreze i doprinose na teret zaposlenog. Indeks realne prosječne zarade bez poreza i doprinosa (neto) predstavlja odnos između indeksa nominalne prosječne zarade bez poreza i doprinosa (neto) i indeksa potrošačkih cijena.

1. Signs contract on work with full working time; is signed off from the records of the unemployed persons;
2. Refuses inclusion or does not perform obligations specified in the agreement on the inclusion in the programme of active employment policy;
3. Becomes the owner or major co-owner of an enterprise;
4. Becomes an entrepreneur;
5. Refuses appropriate employment;
6. Did not give correct data on meeting conditions for getting the unemployment status
7. Is 65 years old;
8. Gets right to the old-age and survivor pensions;
9. Is completely incapable to work;
10. Is serving the imprisonment punishment longer than 6 months;
11. Is not actively looking for employment;
12. Is working contrary to the regulations on labour ("unregistered work");
13. Becomes insured by agriculture, in compliance with the Law on pension and disability insurance.

## WAGES

### Data sources

The data on average wages present wages paid out in a month, and are obtained from regular monthly survey Monthly report on employees and their earnings (questionnaire RAD-1).

### Coverage

The survey covers enterprises, institutions, cooperatives or organizations as well as their composite units of all kinds of ownership, by organizational and territorial principle, starting from the level of municipality. The statistical survey on average wages includes reporting units with 10 or more employees according to the Statistical Business Register.

### Definitions

In Article 94 of the Law on Labour (Official Gazette of Montenegro No 074/19 of 30.12.2019, 008/21 of 26.01.2021, 059/21 of 04.06.2021, 068/21 of 23.06.2021, 145/21 of 31.12.2021, 077/24 of 05.08.2024, 084/24 of 06.09.2024, 086/24 of 10.09.2024), gross earnings are:

1. Earnings that employees have earned for work performed and time spent at work, the compensation of earnings and other incomes determined by the collective agreement and the employment contract shall constitute gross earnings within the meaning of this Law.
2. The employee's gross earnings for work performed and time spent at work consist of: basic salary, a special part of earnings, an increase in salary and a part of earnings based on work performance, if it is achieved.

Calculation of the average gross earnings is done so that the total sum of all monthly earnings is divided by the number of employees to whom the paid earnings refer. Net salaries and wages are tax and contributions deducted (gross) salaries and wages. Index real average wage without taxes and contributions is the relationship between indices of nominal average wage without taxes and contributions (net), and the index of consumer prices.

## ZAPOSLENI PO SEKTORIMA DJELATNOSTI / EMPLOYEES BY ACTIVITY SECTORS

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom, upravljanje otpadnim vodama, kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
		poljoprivreda, šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda i kamena Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity, Gas Steam and air conditioning supply		
Ø 2022	223 744	2 115	1 653	13 426	3 181	5 520	
Ø 2023	244 484	2 275	1 862	14 766	3 323	5 779	
<b>Ø 2024</b>	<b>257 390</b>	<b>2 368</b>	<b>1 906</b>	<b>15 629</b>	<b>3 619</b>	<b>5 923</b>	
<b>Ø 01-03.2024</b>	<b>248 882</b>	<b>2 304</b>	<b>1 906</b>	<b>15 193</b>	<b>3 575</b>	<b>5 812</b>	
<b>Ø 01-03.2025</b>	<b>260 801</b>	<b>2 494</b>	<b>1 870</b>	<b>16 102</b>	<b>3 686</b>	<b>6 043</b>	
<b>2024(p)</b>							
03.	251 108	2 338	1 908	15 352	3 602	5 828	
04.	252 985	2 368	1 913	15 421	3 629	5 837	
05.	257 521	2 415	1 918	15 499	3 667	5 857	
06.	265 527	2 356	1 912	15 749	3 596	5 896	
07.	270 062	2 373	1 925	16 011	3 631	5 958	
08.	264 896	2 323	1 902	15 896	3 635	5 979	
09.	258 102	2 400	1 892	15 750	3 615	6 018	
10.	257 007	2 395	1 895	15 855	3 667	6 033	
11.	258 162	2 372	1 898	15 914	3 679	6 037	
12.	257 778	2 498	1 903	15 876	3 581	6 022	
<b>2025(p)</b>							
01.	259 247	2 477	1 883	15 992	3 696	6 033	
02.	260 420	2 480	1 859	16 095	3 705	6 041	
03.	262 737	2 526	1 868	16 219	3 657	6 055	
<b>01-03.2025 / 01-03. 2024(p)</b>	<b>104,8</b>	<b>108,2</b>	<b>98,1</b>	<b>106,0</b>	<b>103,1</b>	<b>104,0</b>	
<i>/nastavak/</i>						<i>/continued/</i>	
	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo Construction	trgovina na veliko i malo, popravka motornih vozila i motocikala Wholesale and retail trade, repair of motor vehicles and motor recycles	saobraćaj i skladištenje Transport, and storage	usluge smještaja i ishrane Accommodation and food service activities	informisanje i komunikacije Information and communication	finansijske djelatnosti i djelatnosti osiguranja Financial and insurance activities	poslovanje s nekretninama Real estate activities
Ø 2022	15 590	43 897	12 811	21 572	8 487	4 304	2 320
Ø 2023	<b>17 584</b>	<b>47 444</b>	<b>13 142</b>	<b>24 575</b>	<b>11 124</b>	<b>4 436</b>	<b>3 009</b>
<b>Ø 2024</b>	<b>19 604</b>	<b>50 394</b>	<b>13 577</b>	<b>26 797</b>	<b>11 024</b>	<b>4 641</b>	<b>3 352</b>
<b>Ø 01-03.2024</b>	<b>18 976</b>	<b>48 861</b>	<b>13 175</b>	<b>22 972</b>	<b>11 147</b>	<b>4 588</b>	<b>3 164</b>
<b>Ø 01-03.2025</b>	<b>21 136</b>	<b>51 483</b>	<b>13 658</b>	<b>24 997</b>	<b>10 875</b>	<b>4 828</b>	<b>3 537</b>
<b>2024 (p)</b>							
03.	19 370	49 254	13 276	23 709	11 154	4 612	3 181
04.	19 516	49 457	13 331	24 841	11 111	4 626	3 243
05.	19 593	49 899	13 543	28 007	11 067	4 591	3 313
06.	19 661	51 737	13 895	32 801	11 055	4 590	3 407
07.	19 601	52 617	14 051	34 889	11 031	4 629	3 512
08.	19 603	51 909	13 932	31 154	10 973	4 628	3 490
09.	19 744	50 443	13 779	26 844	10 878	4 658	3 419
10.	20 002	50 503	13 582	24 839	10 932	4 710	3 418
11.	20 319	50 756	13 642	24 649	10 911	4 748	3 463
12.	20 277	50 829	13 647	24 629	10 883	4 746	3 464
<b>2025 (p)</b>							
01.	20 663	51 206	13 557	24 751	10 929	4 809	3 492
02.	21 115	51 370	13 629	24 815	10 880	4 821	3 531
03.	21 631	51 872	13 787	25 424	10 815	4 854	3 589
<b>01-03.2025 / 01-03. 2024(p)</b>	<b>111,4</b>	<b>105,4</b>	<b>103,7</b>	<b>108,8</b>	<b>97,6</b>	<b>105,2</b>	<b>111,8</b>

(p) Preliminarni podaci

(p) Preliminary data

## ZAPOSLENI PO SEKTORIMA DJELATNOSTI / EMPLOYEES BY ACTIVITY SECTORS

Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc. osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2022	12 914	10 086	22 975	16 200	14 325	6 687	5 681
Ø 2023	15 033	11 279	23 134	17 178	14 909	7 233	6 399
<b>Ø 2024</b>	<b>16 172</b>	<b>11 477</b>	<b>23 241</b>	<b>17 794</b>	<b>15 226</b>	<b>7 700</b>	<b>6 946</b>
<b>Ø 01-03.2024</b>	<b>15 748</b>	<b>11 102</b>	<b>23 163</b>	<b>17 841</b>	<b>15 173</b>	<b>7 497</b>	<b>6 685</b>
<b>Ø 01-03.2025</b>	<b>16 705</b>	<b>11 401</b>	<b>23 234</b>	<b>18 378</b>	<b>15 378</b>	<b>7 928</b>	<b>7 068</b>
<b>2024 (p)</b>							
03.	15 774	11 123	23 188	17 900	15 189	7 580	6 770
04.	15 871	11 110	23 279	17 819	15 228	7 585	6 800
05.	16 009	11 568	23 204	17 733	15 180	7 644	6 814
06.	16 153	12 074	23 275	17 450	15 226	7 781	6 913
07.	16 370	12 409	23 385	17 285	15 259	7 940	7 186
08.	16 389	12 031	23 350	17 447	15 221	7 807	7 227
09.	16 315	11 389	23 007	17 905	15 214	7 668	7 164
10.	16 463	11 262	23 317	18 061	15 250	7 709	7 114
11.	16 636	11 318	23 328	18 245	15 318	7 871	7 058
12.	16 615	11 259	23 260	18 064	15 295	7 903	7 027
<b>2025 (p)</b>							
01.	16 683	11 283	23 236	18 283	15 349	7 901	7 024
02.	16 683	11 409	23 219	18 404	15 377	7 923	7 064
03.	16 749	11 512	23 248	18 446	15 409	7 959	7 117
<b>01-03.2025 / 01-03. 2024(p)</b>	<b>106,1</b>	<b>102,7</b>	<b>100,3</b>	<b>103,0</b>	<b>101,4</b>	<b>105,7</b>	<b>105,7</b>

(p) Preliminarni podaci

(p) Preliminary data

## ZAPOSLENI PO OPŠTINAMA / EMPLOYEES BY MUNICIPALITY

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2022	606	14 727	5 168	9 286	18 792	3 738	4 173	279	11 997	1 495	7 836	1 326
Ø 2023	590	16 701	5 382	9 579	22 917	3 968	4 522	307	13 263	1 581	8 558	1 390
<b>Ø 2024</b>	<b>606</b>	<b>17 490</b>	<b>5 696</b>	<b>9 383</b>	<b>24 514</b>	<b>4 092</b>	<b>4 864</b>	<b>334</b>	<b>13 645</b>	<b>1 625</b>	<b>8 969</b>	<b>1 486</b>
Ø 01-03.2024	593	16697	5521	9140	22836	4018	4677	311	12854	1582	8458	1447
Ø 01-03.2025	618	17394	5903	9645	23980	4187	4945	349	13180	1673	8872	1496
<b>2024(p)</b>												
03.	599	16 812	5 581	9 245	23 261	4 021	4 698	310	13 034	1 600	8 655	1 462
04.	598	16 988	5 635	9 241	23 921	4 045	4 707	305	13 279	1 601	8 786	1 457
05.	598	17 446	5 676	9 285	25 081	4 068	4 731	313	13 978	1 616	9 041	1 466
06.	600	18 676	5 691	9 333	27 191	4 108	4 969	317	15 032	1 645	9 404	1 500
07.	616	19 132	5 786	9 492	27 750	4 127	5 005	350	15 571	1 655	9 807	1 518
08.	626	18 311	5 785	9 523	26 227	4 133	4 949	354	14 699	1 655	9 553	1 536
09.	624	17 403	5 775	9 497	24 496	4 138	4 929	365	13 476	1 645	9 306	1 514
10.	610	17 293	5 807	9 563	23 778	4 150	4 984	362	13 076	1 649	8 843	1 502
11.	610	17 302	5 828	9 633	23 648	4 148	5 042	359	13 069	1 635	8 771	1 504
12.	607	17 243	5 805	9 606	23 568	4 136	5 023	357	13 001	1 656	8 747	1 493
<b>2025(p)</b>												
01.	613	17 307	5 871	9 621	23 834	4 166	4 913	354	13 082	1 668	8 779	1 491
02.	619	17 383	5 908	9 645	23 869	4 189	4 945	349	13 127	1 686	8 834	1 500
03.	622	17 493	5 930	9 670	24 236	4 205	4 976	345	13 332	1 665	9 003	1 498
<b>01-03.2025 / 01-03. 2024(p)</b>	<b>104,2</b>	<b>104,2</b>	<b>106,9</b>	<b>105,5</b>	<b>105,0</b>	<b>104,2</b>	<b>105,7</b>	<b>112,2</b>	<b>102,5</b>	<b>105,8</b>	<b>104,9</b>	<b>103,4</b>

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	Opštine / Municipalities												
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Zeta	Žabljak
Ø 2022	16 149	323	1 366	6 361	510	100 572	3 489	331	6 789	1 996	5 725	...	710
Ø 2023	17 280	337	1 396	6 777	531	105 952	3 707	329	7 696	2 310	6 171	2 484	756
<b>Ø 2024</b>	<b>18 381</b>	<b>343</b>	<b>1 482</b>	<b>6 856</b>	<b>560</b>	<b>111 680</b>	<b>3 861</b>	<b>322</b>	<b>8 446</b>	<b>2 525</b>	<b>6 545</b>	<b>2 914</b>	<b>771</b>
Ø 01-03.2024	18039	340	1 409	6 834	535	109 691	3 828	315	7 773	2 457	6 062	2 718	747
Ø 01-03. 2025	18 884	349	1 501	6 863	562	114 424	4 011	322	8 521	2 688	6 450	3 230	754
<b>2024(p)</b>													
03.	18 192	336	1 413	6 857	538	110 267	3 846	316	7 921	2 499	6 134	2 765	746
04.	18 227	337	1 416	6 885	548	110 356	3 849	324	8 179	2 498	6 254	2 797	752
05.	18 351	347	1 424	6 888	569	111 115	3 827	330	8 690	2 535	6 548	2 828	770
06.	18 418	345	1 514	6 855	577	112 380	3 806	324	9 197	2 538	7 347	2 927	833
07.	18 589	345	1 569	6 896	583	113 486	3 843	326	9 454	2 523	7 811	2 976	852
08.	18 557	340	1 575	6 874	587	112 978	3 884	329	9 130	2 522	6 981	2 966	822
09.	18 527	343	1 539	6 844	564	111 740	3 880	325	8 504	2 520	6 373	3 010	765
10.	18 545	347	1 496	6 834	555	112 482	3 897	320	8 277	2 560	6 321	3 028	728
11.	18 681	348	1 498	6 867	566	113 270	3 941	323	8 267	2 625	6 367	3 141	719
12.	18 560	346	1 526	6 824	561	113 275	3 926	320	8 329	2 610	6 351	3 140	768
<b>2025(p)</b>													
01.	18 791	347	1 502	6 838	565	113 779	3 954	321	8 439	2 669	6 399	3 181	763
02.	18 885	349	1 498	6 849	562	114 338	4 018	319	8 465	2 687	6 447	3 201	748
03.	18 976	350	1 502	6 903	560	115 156	4 062	325	8 659	2 709	6 503	3 307	750
<b>01-03.2025 / 01-03. 2024(p)</b>	<b>104,7</b>	<b>102,6</b>	<b>106,5</b>	<b>100,4</b>	<b>105,0</b>	<b>104,3</b>	<b>104,8</b>	<b>102,2</b>	<b>109,6</b>	<b>109,4</b>	<b>106,4</b>	<b>118,8</b>	<b>100,9</b>

(p) Preliminarni podaci

(p) Preliminary data

NEZAPOSLENA LICA<sup>1)</sup> / UNEMPLOYED PERSONS<sup>1)</sup>

	Stanje krajem perioda / Situation at the end of the period						U toku perioda / In the middle of the period	
	lica koja traže zaposlenje <sup>2)</sup> ukupno <i>Persons looking for job Total</i>	nezaposlena lica koja prvi put traže zaposlenje <i>Unemployed persons first time looking for job</i>	nezaposlena lica bez kvalifikacija <i>Unqualified unemployed persons</i>	lica koja primaju novčanu naknadu <sup>3)</sup> <i>Persons receiving unemployment benefits</i>	nezaposlene žene <i>unemployed women</i>		prijavilo se za zapošljavanje <sup>4)</sup> <i>Reported for employment</i>	prestanak vođenja evidencije <sup>5)</sup> <i>Records stopped to be kept</i>
					Svega <i>Total</i>	bez kvalifikacija <i>Unqualified</i>		
Ø 2022	48 428	19 991	17 494	10 826	28 043	10 497	2 044	2 425
Ø 2023	40 961	17 689	15 646	9 689	23 628	9 308	1 600	1 783
<b>Ø 2024</b>	<b>34 760</b>	<b>15 651</b>	<b>13 913</b>	<b>8 783</b>	<b>20 422</b>	<b>8 433</b>	<b>1 297</b>	<b>1 601</b>
<b>Ø 01-03.2024</b>	<b>37 768</b>	<b>16 557</b>	<b>14 892</b>	<b>9 267</b>	<b>21 926</b>	<b>8 933</b>	<b>1 364</b>	<b>2 056</b>
<b>Ø 01-03.2025</b>	<b>30 629</b>	<b>13 877</b>	<b>12 709</b>	<b>8 283</b>	<b>18 197</b>	<b>7 794</b>	<b>1 058</b>	<b>1 893</b>
<b>2024.</b>								
03.	37 128	16 379	14 761	9 101	21 584	8 879	1 076	1 647
04.	36 421	16 206	14 569	8 892	21 234	8 793	1 092	1 494
05.	35 415	15 956	14 342	8 729	20 723	8 668	807	1 474
06.	34 715	15 732	14 159	8 630	20 397	8 573	908	1 352
07.	33 610	15 229	13 779	8 630	19 855	8 361	1 075	1 695
08.	32 596	14 874	13 446	8 549	19 276	8 186	839	1 437
09.	32 099	14 687	13 216	8 568	18 962	8 067	1 246	1 597
10.	32 713	15 021	13 025	8 573	19 458	7 967	2 469	1 653
11.	33 205	15 288	12 914	8 588	19 737	7 901	2 122	1 380
12.	33 037	15 141	12 832	8 429	19 649	7 885	910	958
<b>2025.</b>								
01.	31 075	13 900	12 830	8 487	18 438	7 868	1 247	3 059
02.	30 842	14 178	12 795	8 256	18 309	7 826	1 066	1 123
03.	29 970	13 553	12 501	8 106	17 843	7 688	860	1 497
<b>01-03.2025 / 01-03. 2024</b>	<b>81,1</b>	<b>83,8</b>	<b>85,3</b>	<b>89,4</b>	<b>83,0</b>	<b>87,3</b>	<b>77,6</b>	<b>92,1</b>

<sup>1)</sup> IZVOR: Zavod za zapošljavanje Crne Gore

<sup>2)</sup> Shodno članu 5 Zakona o posredovanju pri zapošljavanju i pravima za vrijeme nezaposlenosti („Sl.list RCG”, br. 24/19 od 22.4.2019)

<sup>3)</sup> Shodno članu 48 Zakona o posredovanju pri zapošljavanju i pravima za vrijeme nezaposlenosti

<sup>4)</sup> Nezaposlene osobe koje su se tokom izvještajnog mjeseca prijavile na evidenciju Zavoda za zapošljavanje

<sup>5)</sup> Shodno članu 66 Zakona o posredovanju pri zapošljavanju i pravima za vrijeme nezaposlenosti

<sup>1)</sup> SOURCE: Employment Agency of Montenegro

<sup>2)</sup> Pursuant to Article 5 of the Law on Employment Mediation, and Rights during Unemployment (Official Gazette of the Republic of Montenegro No 24/19 from 22 April 2019)

<sup>3)</sup> Pursuant to Article 48 of the Law on Employment Mediation, and Rights during Unemployment

<sup>4)</sup> Unemployed persons who were registered in the reference month in the records of the Employment Agency of Montenegro

<sup>5)</sup> Pursuant to Article 66 of the Law on Employment Mediation, and Rights During Unemployment

**PROSJEČNE ZARADE (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR /**  
**AVERAGE GROSS WAGES BY ACTIVITY SECTORS, IN EUR**

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS				
		Poljoprivreda, šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda i kamena Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity, Gas, Steam and air conditioning supply	snabdijevanje vodom, upravljanje otpadnim vodama, kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
Ø 2022	883	826	1 128	709	1 441	790
Ø 2023	987	876	1 305	765	1 583	827
<b>Ø 2024</b>	<b>1 083</b>	<b>972</b>	<b>1 326</b>	<b>859</b>	<b>1 630</b>	<b>1 005</b>
<b>Ø 01-03.2024</b>	<b>1 027</b>	<b>923</b>	<b>1 309</b>	<b>815</b>	<b>1 554</b>	<b>908</b>
<b>Ø 01-03.2025</b>	<b>1 196</b>	<b>1 037</b>	<b>1 402</b>	<b>1 007</b>	<b>1 800</b>	<b>1 056</b>
<b>2024</b>						
03.	1 032	923	1 297	814	1 574	947
04.	1 036	937	1 302	812	1 575	963
05.	1 042	938	1 300	823	1 588	980
06.	1 050	960	1 320	836	1 635	1 017
07.	1 067	964	1 313	847	1 595	1 048
08.	1 080	983	1 306	844	1 627	1 058
09.	1 102	1 060	1 319	850	1 661	1 045
10.	1 137	1 081	1 362	892	1 714	1 038
11.	1 183	965	1 386	975	1 743	1 058
12.	1 205	1 001	1 388	988	1 753	1 126
<b>2025</b>						
01.	1 198	1 051	1 398	992	1 765	1 068
02.	1 195	1 029	1 425	1 026	1 872	1 039
03.	1 195	1 031	1 384	1 001	1 764	1 061
<b>01-03.2025 / 01-03.2024</b>	<b>116,5</b>	<b>112,4</b>	<b>107,1</b>	<b>123,6</b>	<b>115,8</b>	<b>116,3</b>

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo Construction	trgovina na veliko i malo popravka motornih vozila i motocikala Wholesale and retail trade, repair of motor vehicles and motor cycles	saobraćaj i skladištenje Transport and storage	usluge smještaja i ishrane Accommodation and food service activities	informisanje i komunikacije Information and communication	finansijske djelatnosti i djelatnosti osiguranja Financial and insurance act.	poslovanje s nekretninama Real estate activities
Ø 2022	822	729	877	799	1 122	1 535	1 113
Ø 2023	925	801	919	898	1 299	1 646	1 228
<b>Ø 2024</b>	<b>1 011</b>	<b>925</b>	<b>1 028</b>	<b>1 028</b>	<b>1 454</b>	<b>1 833</b>	<b>1 368</b>
<b>Ø 01-03.2024</b>	<b>944</b>	<b>858</b>	<b>965</b>	<b>956</b>	<b>1 353</b>	<b>1 699</b>	<b>1 256</b>
<b>Ø 01-03.2025</b>	<b>1 155</b>	<b>1 077</b>	<b>1 164</b>	<b>1 174</b>	<b>1 618</b>	<b>2 054</b>	<b>1 763</b>
<b>2024</b>							
03.	945	863	968	949	1 362	1 710	1 275
04.	960	872	965	952	1 367	1 719	1 264
05.	973	879	979	973	1 380	1 689	1 260
06.	977	886	978	990	1 379	1 697	1 304
07.	996	894	1 023	1 017	1 415	1 724	1 316
08.	1 017	924	1 043	1 030	1 444	1 761	1 329
09.	1 025	939	1 048	1 050	1 451	1 810	1 362
10.	1 087	998	1 124	1 115	1 573	1 956	1 422
11.	1 159	1 039	1 122	1 144	1 699	2 393	1 610
12.	1 127	1 084	1 145	1 167	1 710	2 102	1 785
<b>2025</b>							
01.	1 167	1 099	1 195	1 174	1 512	2 053	1 764
02.	1 140	1 071	1 139	1 147	1 650	2 020	1 624
03.	1 158	1 063	1 157	1 201	1 685	2 089	1 904
<b>01-03.2025 / 01-03.2024</b>	<b>122,4</b>	<b>125,5</b>	<b>120,6</b>	<b>122,8</b>	<b>119,6</b>	<b>120,9</b>	<b>140,4</b>

**PROSJEČNE ZARADE (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR /**  
**AVERAGE GROSS WAGES BY ACTIVITY SECTORS, IN EUR**

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Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc. osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, Entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2022	809	705	916	853	1 066	772	801
Ø 2023	871	777	1 117	996	1 128	877	829
<b>Ø 2024</b>	<b>1 035</b>	<b>860</b>	<b>1 188</b>	<b>1 061</b>	<b>1 164</b>	<b>974</b>	<b>960</b>
<b>Ø 01-03.2024</b>	<b>963</b>	<b>806</b>	<b>1 166</b>	<b>1 002</b>	<b>1 138</b>	<b>923</b>	<b>918</b>
<b>Ø 01-03.2025</b>	<b>1 180</b>	<b>986</b>	<b>1 237</b>	<b>1 126</b>	<b>1 208</b>	<b>1 077</b>	<b>1 066</b>
<b>2024</b>							
03.	994	810	1 167	1 005	1 139	928	926
04.	982	808	1 178	1 005	1 148	929	922
05.	981	822	1 178	1 003	1 165	937	921
06.	996	833	1 195	1 000	1 163	943	930
07.	996	842	1 182	1 067	1 182	967	944
08.	1 015	846	1 190	1 077	1 161	975	962
09.	1 031	865	1 196	1 162	1 160	1 003	952
10.	1 140	916	1 187	1 138	1 177	1 027	982
11.	1 154	942	1 197	1 130	1 206	1 042	1 054
12.	1 194	1 039	1 257	1 132	1 190	1 084	1 077
<b>2025</b>							
01.	1 120	1 006	1 216	1 119	1 240	1 083	1 074
02.	1 181	975	1 259	1 130	1 191	1 102	1 060
03.	1 237	978	1 236	1 128	1 192	1 047	1 065
<b>01-03.2025 / 01-03.2024</b>	<b>122,5</b>	<b>122,3</b>	<b>106,1</b>	<b>112,4</b>	<b>106,2</b>	<b>116,7</b>	<b>116,1</b>

**PROSJEČNE ZARADE BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI. U EUR /**  
**AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR. IN EUR**

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS					snabdijevanje vodom, upravljanje otpadnim vodama, kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
		poljoprivreda šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda i kamena Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity, Gas Steam and air conditioning supply		
Ø 2022	712	661	890	576	1 100	645	
Ø 2023	792	718	1 043	625	1 218	679	
<b>Ø 2024</b>	<b>876</b>	<b>805</b>	<b>1 064</b>	<b>709</b>	<b>1 262</b>	<b>827</b>	
<b>Ø 01-03.2024</b>	<b>822</b>	<b>756</b>	<b>1 045</b>	<b>664</b>	<b>1 192</b>	<b>741</b>	
<b>Ø 01-03.2025</b>	<b>1 003</b>	<b>893</b>	<b>1 166</b>	<b>859</b>	<b>1 430</b>	<b>896</b>	
<b>2024</b>							
03.	825	757	1 035	664	1 203	773	
04.	828	768	1 038	662	1 209	786	
05.	832	769	1 036	670	1 219	798	
06.	838	786	1 049	681	1 253	826	
07.	851	790	1 048	688	1 225	849	
08.	861	805	1 042	687	1 243	856	
09.	877	867	1 053	691	1 270	846	
10.	944	918	1 068	751	1 360	872	
11.	993	829	1 153	834	1 387	899	
12.	1 012	858	1 155	846	1 389	958	
<b>2025</b>							
01.	1 004	905	1 163	847	1 398	902	
02.	1 002	887	1 183	873	1 485	882	
03.	1 003	888	1 152	855	1 408	904	
<b>01-03.2025 / 01-03.2024</b>	<b>122,0</b>	<b>118,1</b>	<b>111,6</b>	<b>129,4</b>	<b>120,0</b>	<b>120,9</b>	

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Crna Gora Montenegro	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo Construction	trgovina na veliko i malo, popravka motornih vozila i motocikala Wholesale and retail trade, repair of motor vehicles and motor recycles	saobraćaj i skladištenje Transport, and storage	usluge smještaja i ishrane Accommodation and food service activities	informisanje i komunikacije Information and communication	finansijske djelatnosti i djelatnosti osiguranja Financial and insurance act.	poslovanje es nekretnima ma Real estate activities
Ø 2022	659	597	708	652	880	1 177	881
Ø 2023	745	655	744	724	1 017	1 257	960
<b>Ø 2024</b>	<b>820</b>	<b>759</b>	<b>835</b>	<b>832</b>	<b>1 144</b>	<b>1 417</b>	<b>1 084</b>
<b>Ø 01-03.2024</b>	<b>759</b>	<b>698</b>	<b>777</b>	<b>764</b>	<b>1 052</b>	<b>1 295</b>	<b>985</b>
<b>Ø 01-03.2025</b>	<b>968</b>	<b>913</b>	<b>984</b>	<b>987</b>	<b>1 321</b>	<b>1 645</b>	<b>1 428</b>
<b>2024</b>							
03.	759	704	778	760	1 056	1 303	1 000
04.	770	711	776	764	1 063	1 309	993
05.	778	716	784	779	1 069	1 287	990
06.	784	721	783	790	1 068	1 293	1 023
07.	799	726	820	812	1 094	1 312	1 033
08.	814	748	834	822	1 117	1 342	1 040
09.	819	760	837	837	1 121	1 380	1 064
10.	902	827	926	928	1 277	1 573	1 166
11.	973	883	948	961	1 391	1 906	1 314
12.	945	919	969	984	1 401	1 685	1 436
<b>2025</b>							
01.	976	930	1 012	985	1 238	1 638	1 426
02.	956	907	963	966	1 347	1 620	1 319
03.	973	902	977	1 009	1 373	1 675	1 543
<b>01-03.2025 / 01-03.2024</b>	<b>127,5</b>	<b>130,8</b>	<b>126,6</b>	<b>129,2</b>	<b>125,6</b>	<b>127,0</b>	<b>145,0</b>

## PROSJEČNE ZARADE BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI, U EUR

AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR, IN EUR

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional , scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc, osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2022	656	577	743	697	852	630	651
Ø 2023	704	636	895	802	896	713	671
<b>Ø 2024</b>	<b>840</b>	<b>709</b>	<b>957</b>	<b>864</b>	<b>936</b>	<b>796</b>	<b>783</b>
<b>Ø 01-03.2024</b>	<b>774</b>	<b>657</b>	<b>928</b>	<b>807</b>	<b>903</b>	<b>745</b>	<b>737</b>
<b>Ø 01-03.2025</b>	<b>991</b>	<b>842</b>	<b>1 036</b>	<b>951</b>	<b>1 016</b>	<b>912</b>	<b>903</b>
<b>2024</b>							
03.	797	660	928	809	903	748	743
04.	786	659	935	808	909	747	741
05.	785	669	934	807	921	755	740
06.	795	679	947	805	920	760	749
07.	794	686	938	855	934	779	758
08.	806	688	945	862	919	784	771
09.	816	703	948	924	918	805	765
10.	951	774	996	955	983	861	837
11.	975	807	1 008	955	1 013	888	887
12.	1 007	891	1 053	958	1 002	922	912
<b>2025</b>							
01.	940	857	1 016	944	1 045	919	908
02.	992	833	1 054	955	1 001	932	899
03.	1 038	836	1 037	953	1 003	887	902
<b>01-03.2025 / 01-03.2024</b>	<b>128,0</b>	<b>128,2</b>	<b>111,6</b>	<b>117,8</b>	<b>112,5</b>	<b>122,4</b>	<b>122,5</b>

## INDEKSI PROSJEČNIH ZARADA (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR

INDICES OF AVERAGE GROSS WAGES BY ACTIVITY SECTOR, IN EUR

Ø 2024=100

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS				
		poljoprivreda, šumarstvo i ribarstvo Agriculture, forestry and fishing	vađenje ruda i kamena Mining and quarrying	prerađivačka industrija Manufacturing	snabdijevanje električnom energijom, gasom, parom i klimatizacija Electricity, Gas Steam and air conditioning supply	snabdijevanje vodom, pravljanje otpadnim vodama kontrolisanje procesa uklanjanja otpada i sl. Water supply, sewerage, waste management and remediation activities
Ø 2022	81,5	85,0	85,1	82,5	88,4	78,6
Ø 2023	91,1	90,1	98,4	89,1	97,1	82,3
<b>Ø 2024</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Ø 01-03.2024</b>	<b>94,8</b>	<b>95,0</b>	<b>98,7</b>	<b>94,9</b>	<b>95,3</b>	<b>90,3</b>
<b>Ø 01-03.2025</b>	<b>110,4</b>	<b>106,7</b>	<b>105,7</b>	<b>117,2</b>	<b>110,4</b>	<b>105,1</b>
<b>2024</b>						
03.	95,3	95,0	97,8	94,8	96,6	94,2
04.	95,7	96,4	98,2	94,5	96,6	95,8
05.	96,2	96,5	98,0	95,8	97,4	97,5
06.	97,0	98,8	99,5	97,3	100,3	101,2
07.	98,5	99,2	99,0	98,6	97,9	104,3
08.	99,7	101,1	98,5	98,3	99,8	105,3
09.	101,8	109,1	99,5	99,0	101,9	104,0
10.	105,0	111,2	102,7	103,8	105,2	103,3
11.	109,2	99,3	104,5	113,5	106,9	105,3
12.	111,3	103,0	104,7	115,0	107,5	112,0
<b>2025</b>						
01.	110,6	108,1	105,4	115,5	108,3	106,3
02.	110,3	105,9	107,5	119,4	114,8	103,4
03.	110,3	106,1	104,4	116,5	108,2	105,6
<b>01-03.2025 / 01-03.2024</b>	<b>116,5</b>	<b>112,4</b>	<b>107,1</b>	<b>123,6</b>	<b>115,8</b>	<b>116,3</b>

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo Construction	trgovina na veliko i malo, popravka motornih vozila i motocikala Wholesale and retail trade, repair of motor vehicles and motor cycles	saobraćaj i skladištenje Transport, and storage	usluge smještaja i ishrane Accommodation and food service activities	informisanje i komunikacije Information and communication	finansijske djelatnosti i osiguranja Financial and insurance activities	poslovanje s nekretninama Real estate activities
Ø 2022	81,3	78,8	85,3	77,7	77,2	83,7	81,4
Ø 2023	91,5	86,6	89,4	87,4	89,3	89,8	89,8
<b>Ø 2024</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Ø 01-03.2024</b>	<b>93,4</b>	<b>92,8</b>	<b>93,9</b>	<b>93,0</b>	<b>93,1</b>	<b>92,7</b>	<b>91,8</b>
<b>Ø 01-03.2025</b>	<b>114,2</b>	<b>116,4</b>	<b>113,2</b>	<b>114,2</b>	<b>111,3</b>	<b>112,1</b>	<b>128,9</b>
<b>2024</b>							
03.	93,5	93,3	94,2	92,3	93,7	93,3	93,2
04.	95,0	94,3	93,9	92,6	94,0	93,8	92,4
05.	96,2	95,0	95,2	94,6	94,9	92,1	92,1
06.	96,6	95,8	95,1	96,3	94,8	92,6	95,3
07.	98,5	96,6	99,5	98,9	97,3	94,1	96,2
08.	100,6	99,9	101,5	100,2	99,3	96,1	97,1
09.	101,4	101,5	101,9	102,1	99,8	98,7	99,6
10.	107,5	107,9	109,3	108,5	108,2	106,7	103,9
11.	114,6	112,3	109,1	111,3	116,9	130,6	117,7
12.	111,5	117,2	111,4	113,5	117,6	114,7	130,5
<b>2025</b>							
01.	115,4	118,8	116,2	114,2	104,0	112,0	128,9
02.	112,8	115,8	110,8	111,6	113,5	110,2	118,7
03.	114,5	114,9	112,5	116,8	115,9	114,0	139,2
<b>01-03.2025 / 01-03.2024</b>	<b>122,4</b>	<b>125,5</b>	<b>120,6</b>	<b>122,8</b>	<b>119,6</b>	<b>120,9</b>	<b>140,4</b>

**INDEKSI PROSJEČNIH ZARADA (BRUTO) PO SEKTORIMA DJELATNOSTI, U EUR**  
**INDICES OF AVERAGE GROSS WAGES BY ACTIVITY SECTOR**

Ø 2024=100

	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activitie</i>	državna uprava i odbrana, obavezno soc, osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2022	78,2	82,0	77,1	80,4	91,6	79,3	83,4
Ø 2023	84,2	90,3	94,0	93,9	96,9	90,0	86,4
<b>Ø 2024</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Ø 01-03.2024</b>	<b>93,0</b>	<b>93,7</b>	<b>98,1</b>	<b>94,4</b>	<b>97,8</b>	<b>94,8</b>	<b>95,6</b>
<b>Ø 01-03.2025</b>	<b>114,0</b>	<b>114,7</b>	<b>104,1</b>	<b>106,1</b>	<b>103,8</b>	<b>110,6</b>	<b>111,0</b>
<b>2024</b>							
03.	96,0	94,2	98,2	94,7	97,9	95,3	96,5
04.	94,9	94,0	99,2	94,7	98,6	95,4	96,0
05.	94,8	95,6	99,2	94,5	100,1	96,2	95,9
06.	96,2	96,9	100,6	94,3	99,9	96,8	96,9
07.	96,2	97,9	99,5	100,6	101,5	99,3	98,3
08.	98,1	98,4	100,2	101,5	99,7	100,1	100,2
09.	99,6	100,6	100,7	109,5	99,7	103,0	99,2
10.	110,1	106,5	99,9	107,3	101,1	105,4	102,3
11.	111,5	109,5	100,8	106,5	103,6	107,0	109,8
12.	115,4	120,8	105,8	106,7	102,2	111,3	112,2
<b>2025</b>							
01.	108,2	117,0	102,4	105,5	106,5	111,2	111,9
02.	114,1	113,4	106,0	106,5	102,3	113,1	110,4
03.	119,5	113,7	104,0	106,3	102,4	107,5	110,9
<b>01-03.2025 / 01-03.2024</b>	<b>122,5</b>	<b>122,3</b>	<b>106,1</b>	<b>112,4</b>	<b>106,2</b>	<b>116,7</b>	<b>116,1</b>

**INDEKSI PROSJEČNIH ZARADA BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI**  
**INDICES OF AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR**

Ø 2024=100

Crna Gora Montenegro	Ukupno Total	PO SEKTORIMA / BY ACTIVITY SECTORS				
		poljoprivreda, šumarstvo i ribarstvo <i>Agriculture, forestry and fishing</i>	vađenje ruda i kamena <i>Mining and quarrying</i>	prerađivačka industrija <i>Manufacturing</i>	snabdijevanje električnom energijom, gasom, parom i klimatizacija <i>Electricity, Gas, Steam and air conditioning supply</i>	snabdijevanje vodom, upravljanje padnim vodama, kontrolisan procesu uklanjanja otpada i sl. <i>Water supply, sewerage, waste management and remediation activities</i>
Ø 2022	81,3	82,1	83,6	81,2	87,2	78,0
Ø 2023	90,4	89,2	98,0	88,2	96,5	82,1
<b>Ø 2024</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Ø 01-03.2024</b>	<b>93,8</b>	<b>93,9</b>	<b>98,2</b>	<b>93,7</b>	<b>94,5</b>	<b>89,6</b>
<b>Ø 01-03.2025</b>	<b>114,5</b>	<b>110,9</b>	<b>109,6</b>	<b>121,2</b>	<b>113,3</b>	<b>108,3</b>
<b>2024</b>						
03.	94,2	94,0	97,3	93,7	95,3	93,5
04.	94,6	95,4	97,6	93,4	95,8	95,0
05.	95,0	95,5	97,4	94,5	96,6	96,5
06.	95,7	97,6	98,6	96,1	99,3	99,9
07.	97,1	98,1	98,5	97,0	97,1	102,7
08.	98,3	100,0	97,9	96,9	98,5	103,5
09.	100,1	107,7	99,0	97,5	100,6	102,3
10.	107,8	114,0	100,4	105,9	107,8	105,4
11.	113,4	103,0	108,4	117,6	109,9	108,7
12.	115,5	106,6	108,6	119,3	110,1	115,8
<b>2025</b>						
01.	114,6	112,4	109,3	119,5	110,8	109,1
02.	114,4	110,2	111,2	123,1	117,7	106,7
03.	114,5	110,3	108,3	120,6	111,6	109,3
<b>01-03.2025 / 01-03.2024</b>	<b>122,0</b>	<b>118,1</b>	<b>111,6</b>	<b>129,4</b>	<b>120,0</b>	<b>120,9</b>

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	PO SEKTORIMA / BY ACTIVITY SECTORS						
	građevinarstvo <i>Construction</i>	trgovina na veliko i malo, popravka motornih vozila i motocikala <i>Wholesale and retail trade, repair of motor vehicles and motor cycles</i>	Saobraćaj i skladištenje <i>Transport, and storage</i>	usluge smještaja i ishrane <i>Accommodation and food service activities</i>	informisanje i komunikacije <i>Information and communication</i>	finansijske djelatnosti i djelatnosti osiguranja <i>Financial and insurance act,</i>	poslovanje s nekretninama <i>Real estate activities</i>
Ø 2022	80,4	78,7	84,8	78,4	76,9	83,1	81,3
Ø 2023	90,9	86,3	89,1	87,0	88,9	88,7	88,6
<b>Ø 2024</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Ø 01-03.2024</b>	<b>92,6</b>	<b>92,0</b>	<b>93,1</b>	<b>91,8</b>	<b>92,0</b>	<b>91,4</b>	<b>90,9</b>
<b>Ø 01-03.2025</b>	<b>118,0</b>	<b>120,3</b>	<b>117,8</b>	<b>118,6</b>	<b>115,5</b>	<b>116,1</b>	<b>131,7</b>
<b>2024</b>							
03.	92,6	92,8	93,2	91,3	92,3	92,0	92,3
04.	93,9	93,7	92,9	91,8	92,9	92,4	91,6
05.	94,9	94,3	93,9	93,6	93,4	90,8	91,3
06.	95,6	95,0	93,8	95,0	93,4	91,2	94,4
07.	97,4	95,7	98,2	97,6	95,6	92,6	95,3
08.	99,3	98,6	99,9	98,8	97,6	94,7	95,9
09.	99,9	100,1	100,2	100,6	98,0	97,4	98,2
10.	110,0	109,0	110,9	111,5	111,6	111,0	107,6
11.	118,7	116,3	113,5	115,5	121,6	134,5	121,2
12.	115,2	121,1	116,0	118,3	122,5	118,9	132,5
<b>2025</b>							
01.	119,0	122,5	121,2	118,4	108,2	115,6	131,5
02.	116,6	119,5	115,3	116,1	117,7	114,3	121,7
03.	118,7	118,8	117,0	121,3	120,0	118,2	142,3
<b>01-03.2025 / 01-03.2024</b>	<b>127,5</b>	<b>130,8</b>	<b>126,6</b>	<b>129,2</b>	<b>125,6</b>	<b>127,0</b>	<b>145,0</b>

**INDEKSI PROSJEČNIH ZARADA BEZ POREZA I DOPRINOSA (NETO) PO SEKTORIMA DJELATNOSTI**  
**INDICES OF AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY ACTIVITY SECTOR**

Ø 2024=100

	PO SEKTORIMA / BY ACTIVITY SECTORS						
	stručne, naučne i tehničke djelatnosti <i>Professional, scientific and technical activities</i>	administrativne i pomoćne uslužne djelatnosti <i>Administrative and support service activities</i>	državna uprava i odbrana, obavezno soc, osiguranje <i>Public administration and defence, compulsory social security</i>	obrazovanje <i>Education</i>	zdravstvena i socijalna zaštita <i>Human health and social work activities</i>	umjetnost, zabava i rekreacija <i>Arts, entertainment and recreation</i>	ostale uslužne djelatnosti <i>Other service activities</i>
Ø 2022	78,1	81,4	77,6	80,7	91,0	79,1	83,1
Ø 2023	83,8	89,7	93,5	92,8	95,7	89,6	85,7
<b>Ø 2024</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Ø 01-03.2024</b>	<b>92,1</b>	<b>92,7</b>	<b>97,0</b>	<b>93,4</b>	<b>96,5</b>	<b>93,6</b>	<b>94,1</b>
<b>Ø 01-03.2025</b>	<b>118,0</b>	<b>118,8</b>	<b>108,3</b>	<b>110,1</b>	<b>108,5</b>	<b>114,6</b>	<b>115,3</b>
<b>2024</b>							
03.	94,9	93,1	97,0	93,6	96,5	94,0	94,9
04.	93,6	92,9	97,7	93,5	97,1	93,8	94,6
05.	93,5	94,4	97,6	93,4	98,4	94,8	94,5
06.	94,6	95,8	99,0	93,2	98,3	95,5	95,7
07.	94,5	96,8	98,0	99,0	99,8	97,9	96,8
08.	96,0	97,0	98,7	99,8	98,2	98,5	98,5
09.	97,1	99,2	99,1	106,9	98,1	101,1	97,7
10.	113,2	109,2	104,1	110,5	105,0	108,2	106,9
11.	116,1	113,8	105,3	110,5	108,2	111,6	113,3
12.	119,9	125,7	110,0	110,9	107,1	115,8	116,5
<b>2025</b>							
01.	111,9	120,9	106,2	109,3	111,6	115,5	116,0
02.	118,1	117,5	110,1	110,5	106,9	117,1	114,8
03.	123,6	117,9	108,4	110,3	107,2	111,4	115,2
<b>01-03.2025 / 01-03.2024</b>	<b>128,0</b>	<b>128,2</b>	<b>111,6</b>	<b>117,8</b>	<b>112,5</b>	<b>122,4</b>	<b>122,5</b>

## PROSJEČNE ZARADE (BRUTO) PO OPŠTINAMA, U EUR / AVERAGE GROSS WAGES BY MUNICIPALITY, IN EUR

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2022	721	851	833	750	843	887	786	733	792	829	905	813
Ø 2023	845	925	918	832	933	1017	867	886	888	929	1 006	895
<b>Ø 2024</b>	<b>909</b>	<b>1 024</b>	<b>1 010</b>	<b>941</b>	<b>1 057</b>	<b>1 100</b>	<b>938</b>	<b>948</b>	<b>995</b>	<b>974</b>	<b>1 086</b>	<b>951</b>
<b>Ø 01-03.2024</b>	<b>880</b>	<b>969</b>	<b>978</b>	<b>905</b>	<b>993</b>	<b>1 056</b>	<b>876</b>	<b>921</b>	<b>914</b>	<b>950</b>	<b>1 036</b>	<b>917</b>
<b>Ø 01-03.2025</b>	<b>961</b>	<b>1 086</b>	<b>1 093</b>	<b>1 023</b>	<b>1 186</b>	<b>1 128</b>	<b>1 030</b>	<b>1 013</b>	<b>1 110</b>	<b>1 054</b>	<b>1 141</b>	<b>1 092</b>
<b>2024</b>												
03.	898	990	969	901	1 003	1 067	889	904	912	942	1 038	920
04.	881	985	968	900	997	1 072	887	942	922	939	1 044	914
05.	917	990	972	919	1 016	1 095	901	946	940	974	1 045	956
06.	904	988	983	929	1 009	1 087	913	949	959	968	1 064	941
07.	924	1 018	1 013	950	1 028	1 107	945	978	1 005	956	1 085	947
08.	894	1 048	1 007	936	1 046	1 105	955	957	1 008	974	1 085	956
09.	912	1 071	1 043	951	1 115	1 115	956	978	1 054	1 001	1 097	970
10.	936	1 070	1 050	972	1 123	1 128	994	959	1 092	988	1 158	988
11.	947	1 093	1 065	997	1 168	1 145	1 018	923	1 075	1 011	1 171	999
12.	947	1 101	1 078	1 017	1 208	1 167	1 051	971	1 142	1 020	1 164	1 000
<b>2025</b>												
01.	989	1 121	1 105	1 033	1 205	1 144	1 036	1 024	1 124	1 102	1 136	1 191
02.	960	1 073	1 095	1 026	1 171	1 121	1 027	1 006	1 112	1 047	1 121	1 034
03.	934	1 064	1 077	1 011	1 184	1 119	1 028	1 010	1 097	1 012	1 163	1 048
<b>01-03.2025 / 01-03.2024</b>	<b>109,2</b>	<b>112,1</b>	<b>111,8</b>	<b>113,0</b>	<b>119,4</b>	<b>106,8</b>	<b>117,6</b>	<b>110,0</b>	<b>121,4</b>	<b>110,9</b>	<b>110,1</b>	<b>119,1</b>

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	Opštine / Municipalities												
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Zeta	Žabljak
Ø 2022	861	732	828	907	817	921	782	782	1 087	754	741		820
Ø 2023	966	850	963	1 036	965	1 028	884	891	1 217	846	845	1 106	949
<b>Ø 2024</b>	<b>1 044</b>	<b>908</b>	<b>985</b>	<b>1 106</b>	<b>1 030</b>	<b>1 127</b>	<b>946</b>	<b>966</b>	<b>1 330</b>	<b>872</b>	<b>947</b>	<b>1 215</b>	<b>1 055</b>
<b>Ø 01-03.2024</b>	<b>990</b>	<b>869</b>	<b>966</b>	<b>1 066</b>	<b>994</b>	<b>1 071</b>	<b>911</b>	<b>905</b>	<b>1 236</b>	<b>824</b>	<b>898</b>	<b>1 123</b>	<b>1 003</b>
<b>Ø 01-03.2025</b>	<b>1 151</b>	<b>968</b>	<b>1 026</b>	<b>1 166</b>	<b>1 050</b>	<b>1 258</b>	<b>1 005</b>	<b>1 014</b>	<b>1 621</b>	<b>1 029</b>	<b>997</b>	<b>1 332</b>	<b>1 125</b>
<b>2024</b>													
03.	1 005	869	958	1 077	986	1 076	910	908	1 232	822	906	1 107	1 034
04.	1 006	865	957	1 078	984	1 082	909	916	1 229	831	920	1 123	1 027
05.	1 012	873	963	1 088	1 002	1 082	913	938	1 232	855	943	1 142	1 058
06.	1 013	868	995	1 091	1 025	1 093	924	970	1 244	859	950	1 154	1 084
07.	1 030	914	969	1 097	999	1 100	944	966	1 323	871	963	1 219	1 066
08.	1 042	925	989	1 116	1 038	1 116	945	1 007	1 351	886	951	1 247	1 065
09.	1 068	984	1 000	1 124	1 083	1 133	962	1 039	1 362	876	985	1 279	1 080
10.	1 087	955	991	1 144	1 039	1 183	991	1 017	1 422	904	959	1 294	1 102
11.	1 154	944	1 019	1 171	1 091	1 242	1 013	1 009	1 516	946	990	1 398	1 091
12.	1 149	963	1 029	1 167	1 117	1 275	1 009	1 010	1 562	965	988	1 320	1 094
<b>2025</b>													
01.	1 143	983	1 047	1 158	1 059	1 258	1 004	995	1 509	1 032	1 041	1 354	1 125
02.	1 165	975	1 033	1 192	1 059	1 255	1 006	1 037	1 625	1 046	981	1 329	1 142
03.	1 144	947	998	1 147	1 032	1 260	1 005	1 011	1 713	1 010	970	1 311	1 107
<b>01-03.2025 / 01-03.2024</b>	<b>116,3</b>	<b>111,4</b>	<b>106,2</b>	<b>109,4</b>	<b>105,6</b>	<b>117,5</b>	<b>110,3</b>	<b>112,0</b>	<b>131,1</b>	<b>124,9</b>	<b>111,0</b>	<b>118,6</b>	<b>112,2</b>

**PROSJEČNE ZARADE BEZ POREZA I DOPRINOSA (NETO) PO OPŠTINAMA, U EUR**  
**AVERAGE WAGES WITHOUT TAXES AND CONTRIBUTIONS (NET) BY MUNICIPALITY, IN EUR**

	Opštine / Municipalities											
	Andrijevica	Bar	Berane	Bijelo Polje	Budva	Cetinje	Danilovgrad	Gusinje	Herceg Novi	Kolašin	Kotor	Mojkovac
Ø 2022	593	690	677	613	686	715	643	604	646	676	731	655
Ø 2023	688	748	742	677	754	815	705	721	720	751	807	726
<b>Ø 2024</b>	<b>749</b>	<b>834</b>	<b>822</b>	<b>771</b>	<b>856</b>	<b>891</b>	<b>771</b>	<b>780</b>	<b>811</b>	<b>797</b>	<b>879</b>	<b>780</b>
<b>Ø 01-03.2024</b>	<b>715</b>	<b>780</b>	<b>786</b>	<b>733</b>	<b>798</b>	<b>845</b>	<b>713</b>	<b>749</b>	<b>739</b>	<b>765</b>	<b>831</b>	<b>741</b>
<b>Ø 01-03.2025</b>	<b>825</b>	<b>920</b>	<b>922</b>	<b>871</b>	<b>993</b>	<b>954</b>	<b>879</b>	<b>857</b>	<b>937</b>	<b>896</b>	<b>964</b>	<b>928</b>
<b>2024</b>												
03.	728	795	782	731	804	850	722	737	737	762	831	743
04.	716	793	781	731	800	854	721	765	745	760	836	743
05.	741	795	784	745	813	873	731	768	758	785	835	774
06.	732	794	792	753	807	868	739	770	771	780	848	762
07.	747	817	814	767	821	882	764	791	806	772	864	765
08.	728	838	806	757	834	881	771	776	808	786	865	773
09.	740	854	836	767	887	888	771	791	842	806	873	784
10.	802	896	879	814	932	951	844	823	910	837	956	827
11.	815	928	898	851	983	967	870	796	911	863	987	852
12.	815	936	908	869	1 019	985	899	822	963	871	982	857
<b>2025</b>												
01.	844	948	925	877	1 000	964	881	868	939	933	957	1 009
02.	824	911	927	872	984	950	877	850	941	891	949	880
03.	806	902	915	865	996	948	879	854	931	865	984	894
<b>01-03.2025 / 01-03.2024</b>	<b>115,4</b>	<b>117,9</b>	<b>117,3</b>	<b>118,8</b>	<b>124,4</b>	<b>112,9</b>	<b>123,3</b>	<b>114,4</b>	<b>126,8</b>	<b>117,1</b>	<b>116,0</b>	<b>125,2</b>

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	Opštine / Municipalities												
	Nikšić	Petnjica	Plav	Pljevlja	Plužine	Podgorica	Rožaje	Šavnik	Tivat	Tuzi	Ulcinj	Zeta	Žabljak
Ø 2022	693	601	672	727	663	740	637	640	868	621	607	...	667
Ø 2023	778	690	779	832	779	822	715	725	957	692	686	880	763
<b>Ø 2024</b>	<b>848</b>	<b>748</b>	<b>807</b>	<b>895</b>	<b>838</b>	<b>908</b>	<b>773</b>	<b>793</b>	<b>1 053</b>	<b>720</b>	<b>778</b>	<b>975</b>	<b>858</b>
<b>Ø 01-03.2024</b>	<b>797</b>	<b>707</b>	<b>780</b>	<b>856</b>	<b>798</b>	<b>852</b>	<b>736</b>	<b>735</b>	<b>968</b>	<b>675</b>	<b>730</b>	<b>888</b>	<b>805</b>
<b>Ø 01-03.2025</b>	<b>966</b>	<b>819</b>	<b>872</b>	<b>980</b>	<b>893</b>	<b>1 050</b>	<b>857</b>	<b>861</b>	<b>1 324</b>	<b>879</b>	<b>855</b>	<b>1 110</b>	<b>954</b>
<b>2024</b>													
03.	809	706	775	863	794	856	735	739	963	673	737	877	830
04.	808	704	775	864	792	861	737	745	960	679	744	888	825
05.	813	710	777	872	806	860	739	763	962	696	761	904	845
06.	814	706	800	873	822	868	747	785	972	699	768	913	867
07.	825	742	782	878	805	875	761	782	1 032	708	779	967	854
08.	834	749	797	892	834	886	761	812	1 052	719	769	989	853
09.	851	792	802	898	853	899	772	835	1 060	713	793	1 007	865
10.	900	817	842	932	878	981	832	858	1 169	762	816	1 071	922
11.	969	809	869	983	928	1 039	855	862	1 243	814	849	1 159	927
12.	964	824	882	980	949	1 065	859	864	1 284	829	848	1 103	930
<b>2025</b>													
01.	955	831	881	975	896	1 052	853	839	1 240	870	888	1 125	950
02.	977	824	879	997	901	1 047	857	880	1 325	897	844	1 112	968
03.	966	803	857	967	882	1 050	859	864	1 394	870	836	1 093	945
<b>01-03.2025/01-03.2024</b>	<b>121,2</b>	<b>115,8</b>	<b>111,8</b>	<b>114,5</b>	<b>111,9</b>	<b>123,2</b>	<b>116,4</b>	<b>117,1</b>	<b>136,8</b>	<b>130,2</b>	<b>117,1</b>	<b>125,0</b>	<b>118,5</b>